

Section	Charge	1 <sup>st</sup> Offense	2 <sup>nd</sup> Offense	3 <sup>rd</sup> Offense	Reckoning Period
1-§020-10	Repeated violations of any Departmental rules or regulations.	30 days or Dismissal	Dismissal	-----	5 Years
1-§021-10	Any incident, conduct, or course of conduct, which indicates that an employee has little or no regard for his/her responsibility as a member of the Police Department.	30 days or Dismissal	Dismissal	-----	5 Years
1-§022-10	Any act, conduct or course of conduct, which objectively constitutes discriminating or harassing behavior based on race, color, gender, religion, national origin, age, ancestry, sexual orientation, disability, or gender identity.	Reprimand to Dismissal	Reprimand to Dismissal	Reprimand to Dismissal	5 Years
1-§023-10	Inappropriate communication(s) based on race, color, gender, religion, national origin, age, ancestry, sexual orientation, disability, or gender identity conveyed in any manner.	Reprimand to 15 days	Reprimand to Dismissal	Reprimand to Dismissal	5 Years
1-§024-10	Any act, conduct or course of conduct, which objectively constitutes sexual harassment.	Reprimand to Dismissal	Reprimand to Dismissal	Reprimand to Dismissal	5 Years
1-§025-10	On-duty or job-related inappropriate sexually based communication(s) conveyed in any manner.	Reprimand to 15 days	Reprimand to Dismissal	Reprimand to Dismissal	5 Years